

TLLC Work Team

Strategic Plan

2015-2016



Core Purpose:

Systemic implementation of the Montana model system for evaluation of teachers and school leaders that fosters continuous professional growth, enabling success for all students and growth for all educators.

TLLC 2015-2016 Priorities:

- Campaign to increase statewide awareness and accomplishments of the Montana-EPAS system.
- Encourage more widespread buy-in and adoption of the state model.
- Strengthen partnerships across P20.
- Coordinate and integrate Montana-EPAS and Montana New Teacher Induction Project.

Advancing the work:

- Learn from nine Educator Preparation Programs (EPPs) how each is using Montana-EPAS at preservice level.
- Collaborate and support the nine EPPs in developing common language and assessment form aligned to EPAS.
- Collaborate with TLLC work team to align more directly with Danielson Framework and Domains.

Envisioned Future (Big Audacious Goal):

By the spring of 2016, establish and disseminate a common P20 message that fosters the importance of effective instructional practice.

Montana-EPAS Timeline and Activities 2015-2018

July 1, 2015 – June 30, 2016

Montana-EPAS Pillars* – Delivered by the Office of Public Instruction

September 1-2	Montana-EPAS Educator Preparation Providers (EPP) Cohort Strategic Planning Introduction to the Framework*
February 2-3	Deeper Understanding* Observation Skills I*
April 19-20	Montana-EPAS and Montana New Teacher Induction Project (NTIP) 2 nd Annual Symposium Observation Skills II*
Spring	Trainer of Trainers (TOT) Workshop Calibration of Montana Cadre of Framework Facilitators

Montana-EPAS Pillars* Workshop Locations 2015-16

- Introduction to the Framework (State and RESA offerings)
- Deeper Understanding (Offered at State level)
- Observation Skills I (Offered at State level)
- Observation Skills II (Offered at State level)

Regional Education Service Areas (RESA)

Delivered by regionally-based Montana Cadre of Framework Facilitators

Level I Montana-EPAS and Danielson Facilitators - Introduction

Level II Certified Danielson & Montana-EPAS Observers - Pillars

Contact RESA Directors for professional learning and assistance

http://opi.mt.gov/PDF/Accred/RSAMap_Contacts.pdf

July 1, 2016 – June 30, 2017
Montana-EPAS
Building Capacity – Advancing the Work★
State and RESA Delivered Montana-EPAS Workshops

September	Learning-Focused Conversations★ EPPs Cohort Work Session
November	Introduction to the Framework for Teaching in Special Education★ Observation Skills II*
April	Montana-EPAS & Montana New Teacher Induction Project (NTIP) 3 rd Annual Symposium Observation Skills in Special Education★
June	TOT Workshop Calibration Workshop of Montana Cadre of Framework Facilitators/Observers

Montana-EPAS Pillars – RESA Delivered Workshops 2017-18

- Introduction to the Framework
- Deeper Understanding
- Observation Skills I
- Observation Skills II (Offered at State level)

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July 1, 2017 – June 30, 2018
Montana-EPAS
Building Capacity – Advancing the Work ★
State and RESA Delivered Montana-EPAS Workshops

September	Student Engagement ★ EPP Cohort Work Session
November	Quality Feedback to Promote Learning ★ Specialist Rubrics ★
April 2-day	Montana-EPAS & Montana-NTIP 4 th Symposium
June	TOT Workshop Calibration Workshop of Montana Cadre of Framework Facilitators/Observers

Montana-EPAS Pillars – RESA Delivered Workshops 2017-18

- Introduction to the Framework
- Deeper Understanding
- Observation Skills I
- Observation Skills II
- Domains Workshops

Regional Education Service Areas (RESA)

Delivered by regionally-based Montana Cadre of Framework Facilitators

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Montana-EPAS 2015-2018
Building Capacity – Advancing the Work
Overview of Available Montana-EPAS Workshops

Suggested professional learning for Administrators and Evaluators:

All Montana-EPAS Pillars
Teachscape FOCUS training
Learning-Focused Conversations
Student Engagement

Suggested trainings for Teachers:

Introduction to the Framework for Teaching
Deeper Understanding
Learning Focused Conversations
Student Engagement

Other trainings on demand through virtual access in production:

Overview of each Domain-1 hour each
Introduction to the Framework
Other topics as needed

How Did We Get Here?

The Birth and Growth of Montana-EPAS

- Originally developed for districts as part of a federal school improvement grant.
- Chapter 55 revision in 2012 strengthened expectations for evaluating educators - ARM 10.55.701(4)&(5).
- Teaching, Leading, and Learning Collaborative (TLLC) – State model based on best of the best research of appraisal systems implemented across Montana and across the country.
- Primary goal of the Montana-EPAS is to encourage a culture of learning and improve instructional practice.
- Montana-EPAS based on Montana values and is goal-driven.
- Options available - Districts may adopt or adapt the state EPAS model, or may align their local evaluation system to state standards. All options fulfill BPE requirements.
- Original Members of the TLLC Collaborative
 - Board of Public Education
 - School Administrators of Montana
 - MEA-MFT
 - Montana School Boards Association
 - Montana School Schools Alliance
 - Education Preparation Providers
 - K-12 School District Educators
 - Peter Donovan
 - Kirk Miller
 - Marco Ferro
 - Bob Vogel
 - Dan Rask
 - Virginia Braithwaite
 - Scott Dubbs

September, 2015



Administrative Rules of Montana 10.55.701(3)-(5) BOARD OF TRUSTEES

(3) The local board of trustees shall have valid, written contracts with all regularly employed licensed administrative, supervisory, and teaching personnel.

(4) The local board of trustees shall have written policies and procedures for regular and periodic evaluation of all regularly employed personnel. The individual evaluated shall have access to a copy of the evaluation instrument, the opportunity to respond in writing to the completed evaluation, and access to his or her files. Personnel files shall be confidential.

(a) The evaluation system used by a school district for licensed staff shall, at a minimum:

(i) be conducted on at least an annual basis with regard to nontenure staff and according to a regular schedule adopted by the district for all tenure staff;

(ii) be aligned with applicable district goals, standards of the Board of Public Education, and the district's mentorship and induction program required under ARM 10.55.701(5)(b);

(iii) identify what skill sets are to be evaluated;

(iv) include both formative and summative elements; and

(v) include an assessment of the educator's effectiveness in supporting every student in meeting rigorous learning goals through the performance of the educator's duties.

(b) The Superintendent of Public Instruction shall develop and publish model evaluation instruments that comply with this rule in collaboration with the MEA-MFT, Montana Rural Education Association, Montana School Boards Association, School Administrators of Montana, and Montana Small School Alliance. A school district adopting and using one of the model instruments shall be construed to have complied with this rule, though use of one of the models shall not be required provided that the district's evaluation instrument and process substantially conforms to the requirements forth in this section.

(5) The local board of trustees shall:

(a) establish conditions that contribute to a positive school climate which:

(i) keep parents/guardians up to date on students' progress;

(ii) engage in a continuous school improvement process; and

(b) establish mentoring and induction programs to assist licensed staff in meeting teaching standards as defined in ARM [10.55.701\(4\)\(a\)](#) and (b).

History: [20-2-114](#), MCA; [IMP, 20-2-121](#), MCA; [NEW](#), 1989 MAR p. 342, Eff. 7/1/89; [AMD](#), 2000 MAR p. 3340, Eff. 12/8/00; [AMD](#), 2006 MAR p. 755, Eff. 3/24/06; [AMD](#), 2007 MAR p. 692, Eff. 5/25/07; [AMD](#), 2012 MAR p. 2042, Eff. 7/1/13; [AMD](#), 2013 MAR p. 961, Eff. 6/7/13.

Montana-EPAS 2013-2015 Accomplishments

Teaching, Learning and Leading Collaborative (TLLC) Accomplishments

- **Winter 13** Complete draft state models for evaluation of teachers and principals
- **Spring 13** Share draft evaluation models with stakeholders
- **Spring 13** Identify volunteer school districts interested in piloting draft models
- **Summer 13** **Montana Educators' Institute June 11-13**
- **Summer 13** **Distribute state draft evaluation models**
- **Summer 13** Train pilot school districts' personnel to use draft evaluation models
- **Summer 13** Include InTASC and ISLLC standards in the Appendices of the Montana School Accreditation Standards and Procedures Manual
- **August 13** **Launch pilot project of draft state models**
- **Spring 14** UM Education Leadership Department of PJW College of Education and conducted a **study of the implementation of the MT-EPAS pilot**
- **Summer 14** Collaboration of OPI, Danielson Group, and RESA Directors: Develop coordinated regional delivery system to support school personnel

- **Fall 14** Finalize evaluation models for BPE presentation
- **July 2014** **Publish State Evaluation Models** – OPI Web
- **Fall 2014** All School districts report alignment to ARM 10.55.701 (4) (a) & (b): **Align, Adopt, or Adapt**
- **July 2015** School district evaluation systems are aligned with best practices as identified in the state models and meet the ARM 10.55.701(4) (a)&(b)



Montana-EPAS Workshops

A Collaboration: OPI and the Danielson Group

- June 2013 Introduction to teacher and principal evaluation:
Danielson Group and McREL
- August 2013 Deeper Understanding of Framework for Teaching
- October 2013 Trainer of Trainers (TOT) Workshop
Observation Skills I
- April 2014 Observation Skills II
- June 2014 TOT Workshop
Introduction to the Framework
- November 2014 Observation Skills I
- March 2015 Observation Skills II
- June 2015 TOT Workshop – Calibrate/Advancing the Work
2015 Montana Annual MT-EPAS Symposium
- September 2015 Educator Preparation Provider (EPP) Cohort
EPP Introduction to the Framework

Montana RESA Contacts

Regional Education Service Area Contacts in Montana

PESA – Prairie Educational Service Area

Mr. Terry Annalora, Director
(406) 853-8312

Email: pesa@midrivers.com
Web Site: www.mt-pesa.org

MNCESR – Montana North Central Educational Services Region

Jessica McGowan, Director
(406) 733-2541

Email: jmcgowan@3rivers.net
Web Site: www.mncesr.org

MRESA3 – Montana Regional Education Service Area 3

Marsha Sampson, Director
John Keener, MRESA3 Coordinator
(406) 657-2085

Email: msampson@msubillings.edu
Email: john.keener@msubillings.edu

Facebook: www.facebook.com/pages/Montana-Regional-Education-Service-Area-III

Southwest Montana School Services– Regional Education Service Area 4 You (RESA4U)

Bruce Grubbs, Executive Director
Jeff Blessum, Director of Education Services
(406) 624-3336 or (800) 284-9271

Email: bgrubbs@swmss.coop
Email: jblessum@swmss.coop
Web Site: www.swmss.coop

WMRESA – Western Montana Regional Education Service Area

Daisy Carlsmith, Director
(406) 827-3629

Email: director@wmplc.org
Web Site: www.wmplc.org

OPI Contact

Julia Cruse, Professional Learning Specialist for RESAs
(406) 444-0769

Email: jcruse@mt.gov
www.opi.mt.gov/Programs

Montana-EPAS Cadre of Framework Facilitators

Level I *Getting Started* Facilitators

Level I *Getting Started* Facilitators are prepared to provide awareness, basic introduction to the framework for teaching, and orientation to the required state rules for the evaluation of teachers. Expectations and qualifications are defined by Montana OPI/Danielson Group to accept 20 facilitators statewide who will support districts in getting started with the Framework for Teaching and the Montana state model for the evaluation of teachers.

Qualifications

- Certified Danielson Facilitator – Level I
- Recommendation by RESA Director

Requirements

- Participate in full-day workshop on the “Introduction to the Framework for Teaching” facilitated by a Danielson Group Consultant (DGC)
- Complete Level I trainer of trainer full-day workshop facilitated by DGC
- Participate in annual calibration workshop facilitated by DGC and OPI Level II facilitators
- Participate in regular conference calls and face-to-face work sessions with RESA Directors and OPI
- Contact RESA Director to arrange regional, district, or school level workshops

Workshop Content

- Montana-EPAS (state model) and the ARM 10.55.701(4) local evaluation requirements for teachers and school leaders
- Alignment of the local evaluation systems to the ARM 10.55.701(4).
- Charlotte Danielson’s body of work in ongoing professional growth, continuous improvement, and quality assurance
- Introduction to the Framework for Teaching

September 2015

Montana-EPAS Cadre of Framework Facilitators

Level II Advanced Facilitators

Level II *Advanced* Facilitators will enhance and cultivate the work in the Danielson Framework and the Montana state model. Expectations and qualifications are defined by Montana OPI/Danielson Group to accept 10 facilitators statewide who will support districts in the implementation of the Framework for Teaching and the Montana state model for the evaluation of teachers.

Qualifications

- Certified Danielson Facilitator – Level I
- Teachscape Certified Observer – Level II
- Recommendation by RESA Director

Requirements

- Successful completion of Teachscape Proficiency Assessment- FOCUS Module as certified observer.
- Participate in designated OPI/DG sponsored full-day workshops: Introduction to the Framework, Deeper Understanding, and Observation Skills I and II.
- After completing each required workshop, participate in DG Trainer of Trainer workshops for Level II facilitators: Deeper Understanding, and Observation Skills I and II.
- Participate in annual calibration workshops facilitated by DGC and OPI for Level II facilitators.
- Participate in regular conference calls and face-to-face work sessions and Danielson consultant observation.
- Consult with RESA Director to arrange regional or district level II workshops.

Workshop Content

- Introduction to the Framework for Teaching
- Deeper Understanding
- Observation Skills I and Observation Skills II
- Overview of each Domain

September 2015

MT-EPAS Resource Links Library

Links to Resources for the Montana-EPAS :

MT-EPAS Directory

<http://goo.gl/forms/uttegKtxKS>

OPI MT-EPAS Webpage

http://opi.mt.gov/Programs/Accred/#gpm1_4

The Danielson Group Framework for Teaching Resource Page

<http://danielsongroup.org/framework/>

New Teacher Center Induction Program Webpage

<http://newteachercenter.org/about-ntc>

Montana Teachscape Support Center

<http://marketing.teachscape.com/help/support/montana>